



#201-1116 6th Ave | Prince George, BC | V2L 3M6
www.chuchoenvironmental.com

Job Description

Position Title: Senior Projects Lead

Company: Chu Cho Environmental (CCE)

Reports To: General Manager CCE

Location: 201 1116 6th Avenue Prince George, BC

Employment Type: Full-time

About Chu Cho Environmental (CCE)

Chu Cho Environmental (CCE) is a trusted 100% Indigenous-owned environmental consulting and research firm based in Northern British Columbia. CCE specializes in environmental science, natural resource management, and innovative research. Through collaboration with Indigenous communities, government, academia, and industry partners, CCE delivers cutting-edge, culturally grounded solutions that support environmental stewardship and sustainable development.

You can learn about some of our projects here:

<https://www.youtube.com/channel/UCAIYv6ShGBnIHuSY0bMEonQ>

Position Summary

The Senior Projects Lead at Chu Cho Environmental is responsible for assisting the General Manager in areas of operational oversight and business development, team management, environmental science research, fieldwork, and client relations. The Senior Projects Lead assists the GM to manage projects including conducting fieldwork as needed, building key partnerships, and ensure operational excellence. This role is vital in advancing the environmental priorities of the Tsay Keh Dene Nation and driving innovation in research and consulting services. The Senior Projects Lead reports directly to the General Manager of CCE.



Key Responsibilities

1. Leadership & Strategy

- Assist in the development and implementation of strategic and operational plans aligned with CCE's mission and the vision of Tsay Keh Dene Nation's Economic Development Corporation (TKED).
- Build and sustain relationships with Indigenous communities, government agencies, academic institutions, and private sector industry partners.
- Promote CCE's role as a leader in Indigenous-led environmental science and research.
- Identify and pursue new service offerings, revenue streams, and business opportunities.
- Model Indigenous knowledge systems and cultural values outlined by CCE for staff employees, and clients.

2. Operations & Project Delivery

- Assist the GM to oversee day-to-day operations, ensuring projects are delivered on time, within scope, and on budget.
- Monitor performance indicators for service quality, financial performance, and environmental impact.
- Ensure compliance with regulatory frameworks, health and safety standards, and best practices in environmental consulting.
- Assist in the development and implementation of research and consulting methodologies.

3. Team Development

- Lead, mentor, and support a diverse team of scientists, technicians, and support staff.
- Foster a culture of collaboration, learning, and accountability across the organization.
- Implement training and professional development requirements to enhance team capabilities and support career progression.
- Promote the inclusion of Tsay Keh Dene members and Indigenous youth in education, training, and employment pathways.

4. Client & Community Engagement

- Cultivate strong, respectful relationships with clients, stakeholders, and Tsay Keh Dene community members.
- Assist the GM as needed in the preparation of proposals, contracts, and work plans for new and existing projects.
- Represent CCE at conferences, community events, and professional forums.
- Ensure that CCE's services and research reflect the values and priorities of Tsay Keh Dene Nation.

5. Governance & Reporting

- Prepare monthly and annual reports on project outcomes.
- Ensure CCE operates within the governance and accountability framework set by TKED.
- Uphold high standards of transparency, ethics, and stewardship in all areas of operation.

6. Field Work

- Conduct field-based data collection.
- Organize field teams and distribute workloads.
- Prepare scientific reports.
- Review environmental regulations and model environmentally compliant behaviors.

7. Health & Safety

- Promote the successful implementation of CCE's safety management systems
- Ensure compliance with all safety laws and regulations.

Key Performance Indicators (KPIs)

Client & Community Engagement

1. Quality and growth of client relationships
2. Engagement with Tsay Keh Dene members and stakeholders
3. Revenue growth and diversification

Operational Excellence

4. On-time, on-budget project delivery
5. Compliance with regulations and environmental standards

Organization Development

6. Employee satisfaction, retention, and development
7. Capacity-building initiatives and succession planning

Innovation & Knowledge Sharing

8. Participation in professional development and educational workshops
9. Contribution to research publications, academic partnerships, and new project opportunities

Qualifications

Education & Experience

- Post-secondary education in environmental science, biology, natural resource management, or a related field (Master's degree an asset).
- Minimum 7–10 years of progressive leadership experience in environmental consulting or closely related field.

- Registered Professional Biologist (RPBio), Registered Professional Forester (RPF), Professional Agrologist (PAg), or registered with another recognized credential program.
- Proven success managing complex projects and multidisciplinary teams.
- Demonstrated experience delivering technical reports.
- Experience working with Indigenous communities and a deep understanding of Indigenous values in environmental stewardship.
- Familiarity with regulatory frameworks, permitting processes, and research ethics.

Skills & Attributes

- Strong leadership, interpersonal, and relationship-building skills.
- Strategic thinker with strong planning and analytical capabilities.
- Excellent verbal and written communication skills.
- Financial and business acumen, including budgeting and reporting.
- Commitment to inclusion, cultural humility, and community-driven research.

Working Conditions

- Combination of office-based work and field site visits as needed.
- Occasional travel for meetings, conferences, or project oversight.
- Flexibility to work evenings or weekends when required.

Compensation & Benefits

- Competitive annual salary \$100,000 - \$110,000 based on experience and qualifications.
- Comprehensive health and benefits package.
- Professional development opportunities.
- Generous relocation reimbursement.
- Annual 2-weeks' paid vacation during Christmas break.
- Meaningful work supporting Indigenous leadership in environmental science.

How to Apply

Please submit your resume and a cover letter outlining your interest and qualifications to: careers@chuchoenvironmental.com